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The Occupational Adjustment of Vietnamese Refugees in Edmonton, Canada

by

© Katherine A. MacRury

A THESIS

SUBMITTED TO THE FACULTY OF GRADUATE STUDIES AND RESEARCH

IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE DEGREE

OF Master of Education

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EDMONTON, ALBERTA

Fall 1979

THE UNIVERSITY OF ALBERTA

FACULTY OF GRADUATE STUDIES AND RESEARCH

The undersigned certify that they have read, and recommend to the Faculty of Graduate Studies and Research, for acceptance, a thesis entitled The Occupational Adjustment of Vietnamese Refugees in Edmonton, Canada submitted by Katherine A. MacRury in partial fulfilment of the requirements for the degree of Master of Education.

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ABSTRACT

The problem was to examine the occupational adjustment of one sector of the Vietnamese refugee population: Vietnamese men who had been working for the South Vietnamese military forces prior to the Communist takeover in 1975 and who later became full-time workers in Edmonton.

The study had three objectives: to describe the occupational adjustment of the group, to identify some of their occupational dissatisfactions, and to detect whether a relationship existed between occupational adjustment and several migration factors.

Occupational adjustment was defined in terms of an Occupational Adjustment (OA) index which was a culmination of four separate criteria. The first criterion was field dislocation between the most recent Vietnamese field and the present one. The second was dislocation between the present and aspiration fields. The third criterion was General Job Satisfaction, while the fourth was the respondent's dissatisfaction with his ability to transfer prior skills in the present occupational field.

Twelve occupational factors were compared in the study. Social values (i.e., Helping People, Improving English and Belonging) were most highly rated, while Skill-Transfer, Improving English and Salary indicated the greatest dissatisfaction.

Respondents with a high degree of adjustment difficulty were most dissatisfied with respect to basic, extrinsic concerns essential to their security; those with progressively lesser difficulty were dissatisfied more with social and intrinsic concerns.

The OA index varied for four of the seven factors (Vietnamese Field, Post-Secondary Education, Marital Separation and Co-habitation). The index remained constant for three factors (Length of English Course, Length of Residence ir Canada and Desire to leave Canada).

A relatively high OA index, indicative of occupational adjustment difficulty, appeared to be more typical of Vietnamese whose military field had been transportation, whose post-secondary education was technical in nature, who aspired to their former Vietnamese field, were separated from their wives in Vietnam, or were co-habiting with other Vietnamese. It was noted that the lack of variation of the OA index for respondents with differing lengths of residence in Canada might be explained by the newer refugees having benefitted from the resettlement experiences of the older group as well as the different political situation in Vietnam at the time of escape.

Recommendations were made for vocational counselling of refugees and for further research studies.

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The author respectfully wishes to acknowledge the subjects of this study, the Vietnamese people, for whom transition is a way of life and adjustment, the means of survival.

My sincere appreciation is extended to three friends who helped to carry out this project. For them, the war continues until their families are reunited.

In closing, I would like to express my gratitude for having the opportunity to work with Dr. Ziel and Dr. Maguire of the University of Alberta Departments of Industrial and Vocational Education and Educational Psychology, respectively, and Mr. Al Fitzpatrick of the Canada Employment and Immigration Commission. Special thanks go to Dr. Milt Petruk, my thesis supervisor, whose encouragement, guidance and support were most appreciated.

K.A.M.

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CHAPTER I

Orientation to the Problem

There were over seven million international refugees at the beginning of 1968 (David, 1970). A decade later, the United States Committee for Refugees reported there were more than thirteen million, and predicted an even greater number by 1979. (Edmonton Journal, March 30, 1978, p.C16)

One of the more recent refugee movements began on April 30th of 1975 when the South Vietnamese government conceded defeat to Communist North Vietnam. Fear of North Vietnamese forces and their Communist ideology and practices were cited by Que (1976) as being the most important motive for refugee movement in the spring of 1975. Those who survived the escape by airlift or boat were destined for one of several refugee camps in South East Asia (e.g., northern Thailand, Guam, Manilla, and Hong Kong) or the United States (e.g., Camp Pendleton).

In May of 1975, Canada agreed to accept approximately 3,000 Vietnamese refugees. In Edmonton, as in other major Canadian centers preparing for their resettlement , the primary resource for the first refugees in 1975 was the Special Needs and Immigration Department (SN&I) of the Canada Employment and Immigration Commission (CEIC). Part of the function of the SN&I had been to assist refugees in

such aspects of resettlement as accommodation, living allowances, institutional language and skill training, on-the-job training and job placement. When the initial placement was satisfactory to both the client and the prospective employer, the responsibility of SN&I ended.

The Problem

The problem was to study the occupational adjustment of a group of Edmonton Vietnamese who had been part of the refugee movement after the fall of the South Vietnamese government in 1975.

Indications of the Problem

Reporting of Viet occupational adjustment in 1975. The first indications of Viet occupational adjustment problems were reported immediately following the first Viet refugee movement to North America in 1975. In the article, "Refugee medics", Time magazine remarked that the entry of Viet refugee physicians and dentists into American society was eased by their professional backgrounds. "A score of doctor-short communities ... have recruited Vietnamese physicians who are unpacking their bags in rural towns." (p.48) In some cases, the town agreed to support the refugee until he passed the requirements of the Educational Council for Foreign Medical Graduates which "tests both their

command of English and knowledge of clinical medicine. Last winter only 7,000 of the 19,000 foreign doctors who took the exams managed to pass." (p.48) A Newsweek article entitled "Refugees: Situation wanted" commented on the reaction of American companies towards re-hiring Viet refugees resettled in the United States who had been employed by the companies' branch offices in Saigon. "There was both kindness and neglect in their corporate response, but above all there was confusion." (p.75) The firms cited such re-hiring difficulties as "languages, skills and union restrictions." (p.75)

An article in Time on Viets in Canada called "Immigration: Fitting in" reported that professionals such as doctors, lawyers, and engineers were having a difficult time finding suitable employment. "Faced with closed shop professional restrictions, few of the refugees have been able to land more than menial jobs. One doctor who ran a 700-bed hospital in Saigon has had only one job offer in Montreal, as a dishwasher." (p.9)

Recent reporting of Viet occupational adjustment. In 1977, Montgomery County, Maryland released a report on their Outreach Program of career, educational, and vocational counselling for Indo-Chinese whose problems had been accentuated by the "confusion, swiftness, and finality of the massive exodus." (p.1) The report stated that the type

of assistance provided by the Program was needed in the refugees' transition to the new job environment because they did not understand the "choices of careers, training programs, educational programs, and supportive services available to them." (p.1)

Edmonton Citizenship Court Judge Una MacLean Evans expressed surprise at the high level of education of many new Canadian citizens in Alberta who are "only able to find jobs far below their abilities and training." (Edmonton Journal, Feb. 28, 1979, F.14)

Recent newspaper articles and a metro Edmonton EIC report suggested that the local Vietnamese had been voicing some occupational concerns. Two journalists reported sources of occupational dissatisfaction in their interviews with groups of Vietnamese workers. Chambers stated that many Edmonton Viets who had been in Canada three years were still "working at jobs below their abilities, while struggling with the language problems that keep them there." (p.D1) One spokesman in this Viet group expressed concern that some may become completely isolated "if unable to overcome the barriers imposed by language and low-level jobs." (p.D1) In an interview session with fifteen Edmonton Viets, Rowan reported that Viets attributed several employment problems to the language barrier. In some cases, those with a trade or skill might have been able to become

qualified by taking Canadian equivalency examinations, but "there are no special English courses to teach them the technical terms they need to know." (p.27) Other employment problems included: the feeling of being under-employed; dissatisfaction with jobs in which they could not improve their English; and wanting to advance to a higher-paying job but not knowing how to go about it.

In August of 1978, the Canada Employment Center in Edmonton (CEC) reported the results of a survey of Edmonton Viets. One survey question asked respondents to rate their present job satisfaction. 23% indicated they would probably continue in their present line of work; 52% rated their job as being satisfactory for the time being; and 23% were prepared to take a different job immediately if another were available. On a survey question pertaining to employment needs, 68% of all respondents indicated a need for employment counselling.

Occupational problems found in previous studies. Past studies of immigrants and refugees in Canada suggested several factors responsible for dissatisfaction with regard to employment. Richmond (1967) cited three reasons for immigrants not being able to resume their former occupation: the problems of language, different working conditions and insufficient Canadian experience. In a study of Toronto immigrants, Weiermair (1976) found that 35% resumed their

intended occupations, the small percentage being due to continued deficiencies in English proficiency, non-recognition of qualifications and training, temporary job shortages and voluntary changes.

The 1977 CEIC study of Ugandan refugees in Canada reported that employment dissatisfaction was greatest for respondents who had language problems, whose qualifications were not accepted or recognized, for whom the lack of Canadian experience had been given as a reason for being refused a job, and for whom there was a shortage of work in their preferred type of work. CEIC's study of Chilean refugees (1977) cited four factors causing frustration over job placement in Canada: incomparability and lack of recognition of job skills and qualifications; occupational displacement; the pattern of fairly rapid job changes; and the feeling of a lack of economic progress.

Purpose of the Study

The purpose of this study was three-fold:

1. To describe the occupational adjustment of a group of Vietnamese workers in Edmonton;

2. To identify some specific sources of occupational dissatisfaction the above-mentioned workers might have;

3. To determine the relationship between occupational adjustment and particular pre- and post-migration factors.

Significance of the Study

The numbers of Vietnamese refugees being admitted to Canada increased after the initial influx of 3,000 in May of 1975. By September of 1978, Canada had accepted 7,000 and External Affairs Minister Don Jamieson announced that the quota would increase to 70 families per month from the current 50. In an address to the United Nations General Assembly, Jamieson called on members to look to their obligations to refugees from Vietnam, Cambodia and Laos. (Edmonton Sun, Sept. 27, 1978, p.9) In a report from a refugee camp in north-eastern Thailand, Thai officials stated that the exodus from Vietnam was still accelerating more than three years after the end of the war. (Edmonton Journal, Oct. 7, 1978) With a continual influx of Vietnamese into Canada, it was felt that the occupational information collected in the present study might be utilized by CEIC in vocational counselling, provided that another group possessed characteristics similar to those of the group in the present survey.

In response to the researcher's expressed interest in a follow-up study of new Canadians, the Assistant Metro Edmonton Manager for CEIC stated that "since the study may be of considerable benefit to us, we should cooperate to the extent possible". The benefits provided to CEIC might be three-fold: occupational information on a specific refugee

group; feedback to the SN&I regarding the effectiveness of job placements; and recommendations for counselling of newer Vietnamese refugees.

Researchers have reported a failure of adjustment studies to differentiate between refugees and regular immigrants. As a result, Weiermair (1971) felt that a gap existed in knowledge about refugees' "economic and social adjustment, which is particularly acute in Canada." Given the same treatment as immigrants once they are admitted into Canada, the refugees have aroused little interest. "This may seem surprising in a country that has received close to a quarter of a million refugees since the second World War." (p.207) Kuepper (1976) also stated that types of immigration and kinds of immigrants are rarely considered. "A non-volitional migrant cannot be expected to make the societal transition as easily as a volitional migrant, who arrives generally of his own free will." (p.207)

In a paper on resettlement problems of Vietnamese in Canada, Nguyen (1977) noted that there had not been a Canadian study carried out on the newcomers. He described their settlement problems as being more critical than those of previous refugee groups for two reasons: first, their lack of preparation had left them disoriented and second, the fact that the Vietnamese did not have an established community in Canada for support.

Assumptions

One assumption was that values inherent in the Vietnamese culture may have affected the refugees' occupational adjustment in Canada. These values were not dealt with in the present study, but several are mentioned below. Doan (1978) discussed the different value orientations of Vietnamese and Americans and, as long as these value differences are maintained, "assimilation of the refugees ... remains a myth." (p.15) He attributed many of the Vietnamese values to the teachings of Confucious and Buddha which stressed control of the self by developing such traits as moderation, patience, modesty, caution and self-discipline.

Three values in particular, the values of time, activity and system of relations, seemed to have implications for the Vietnamese' occupational perspective.

Regarding time, Doan stated that while Americans tended to look forward to the future to get ahead, "the Vietnamese culture's ties with the past are reflected in the practice of ancestor worship, strong family traditions, and respect for the old." (p.15) Also, the Vietnamese "see the future as only an extension of the past and present order of things." (p.3)

Regarding activity, the American orientation was described as one of "doing" with results in accomplishment,

while the Vietnamese preferred "being-in-knowing", which is "reflected in self-control, meditation, and caution in one's acts." (p.15)

The American system of relations was said to be governed by individual autonomy in which individual goals prevail over those of others; the Vietnamese, governed by the lineal principle "in which individual goals are suppressed by group goals." (p.15)

A second assumption was that the Vietnamese interviewed for this study would respond honestly.

Limitations

Generalizability of this study was limited for three reasons. First, the occupational adjustment measured here would hold for the present time period, but could not be generalized necessarily to this same population at a later point in time.

Secondly, the group under study had specific characteristics that differentiate it from the general Viet population.

Third, the characteristics of the general Vietnamese population in Edmonton were changing as new waves of refugees arrived.

Definition of Terms

Viet. This term referred to an individual whose homeland was Vietnam. An acceptable abbreviation of "Vietnamese", it has been used in such studies as the 1978 CEC Edmonton report on Vietnamese adjustment.

Refugee. From Article 1(2) of the revised 1951 United Nations Convention Relating to the Status of Refugees, a refugee was defined as:

> Any person who be reason of a well founded fear of persecution for reasons of race, religion, nationality, membership in a particular social group or political opinion,
>
> a) is outside the country of his nationality and is unable or, by reason of such fear, is unwilling to avail himself of the protection of that country, or
>
> b) not having a country of nationality and is outside the country of his former residence and is unable or, by reason of such fear, is unwilling to return to that country.

The Canadian Immigration Bill of 1976 outlined new procedures to determine the status of refugees to include people who were not refugees within the Convention definition, but who warranted admission to Canada on humanitarian grounds. The Bill provided authority for establishing special admissible classes to meet the circumstances.

Occupational Adjustment. This term was operationally defined in terms of four dimensions and was measured using two objective and two subjective observations. Three of the observations were modifications of Rogg's (1970) operational definition of occupational adjustment (see Appendix II) while the fourth was derived from the CEIC report on Ugandan refugees (1977).

The objective observations were as follows:

a) Rogg measured adjustment in terms of whether the subject's occupational level was equal to or higher than his level in his former country; this study utilized occupational field instead, noting whether the subject's field was similar to or different from his most recent field in Vietnam.

b) The CEIC report on Ugandans (1977) found that a good indication of the respondents' level of employment satisfaction was "whether or not they were in the work they had hoped to do in Canada." (p.45) The present study compared the respondent's aspiration field to the present field: where the two are similar would be an indication of occupational adjustment.

The subjective observations were as follows:

c) Whereas Rogg indicated whether the subject believed he was using his prior skills, the present study observed the subject's perception of prior skill-utilization only where the subject rated this occupational value as being important to himself.

d) Rogg used a general job satisfaction question by asking the subject how content he was to work in his present job; this study utilized a similar question.

Occupational Values. These were the factors that an individual considered to be important in a job. In this study, respondents rated the following twelve occupational values: Salary, Security, Advancement, Recognition, Former Skill-Transfer, Leisure, Belonging, Helping People, Improving English, Challenge, Learning Social Customs and Productivity. The first six of the above factors might be termed "extrinsic" since they represent outcomes of a job; the last six, "intrinsic".

Occupational Dissatisfaction. This was defined as taking place when an individual perceived his present job as not providing him with a particular occupational value that he considered important. That is, an occupational dissatisfaction occurred when there was a discrepancy between a value one considered to be important and the presence or fulfillment of the same value in one's present job.

Occupational Field. For this study, five occupational fields were identified.

Field 1 included occupations of a professional nature in engineering and medicine for which a university degree was required as well as occupations of a supervisory or managerial capacity.

Field 2 represented various trades (e.g., mechanical and electrical) and technical areas (e.g., drafting and electronics).

Field 3 referred to occupations in air, land and sea transportation (e.g., pilot and navigator).

Field 4 encompassed those Vietnamese military occupations that were difficult to classify and/or transfer due to the military-specific nature of the occupation.

Field 5 consisted of Canadian occupations of an assembly line nature. These included such jobs as machine operator, cutter, and assembler.

The introductory chapter has provided the rationale and the framework within which this study evolved. The indications of the problem and significance of the study were the essence of the rationale, while further delineations such as the definition of terms and local references provided the framework.

From the emphasis in this chapter on the current situation, the focus shifts in Chapter II to examine occupational adjustment within the perspective of previous research studies.

CHAPTER II

Review of the Literature

In the past two decades, newly-arrived refugees have been the topic of numerous studies in the western world; for example, the Hungarians and Cubans in the 1960's, and the Chileans and Ugandans in the early 1970's. In general, such studies have encompassed the overall "adjustment", "integration" or "assimilation" of newcomers as they adapted to their new environment. Occupational adjustment tended to be treated as a sub-section of these studies.

To compile a review of previous findings on occupational adjustment, general studies were examined and the occupational aspects were isolated.

Occupational Adjustment in Relation to Adaptation

Occupational adjustment has been considered an important aspect of the newcomer's adaptation to his environment. The research findings reported below indicated the particular relevance of occupational adjustment.

As early as 1935, Reynolds studied the British immigrant to Canada and concluded that "one of the most significant factors in assimilation, though it is conditioned by his social heritage, is the speed and success of the immigrant's occupational adjustment." (p.23)

Cirtautas (1957) cited employment as being one of three ties binding a person to his environment. The refugee's plight was that he had severed all three:

> The refugee is not only cut off from easy spontaneous communication with others, from home and friends, but also from his accustomed employment. The circle is now closed and homelessness is really complete. (p.60)

Wenk (1968) surveyed Cuban refugees in the United States, including their trends towards occupational mobility. He concluded that the desire for occupational improvement and the achievement of it was highly evident for the Cubans and "is a significant indication that the assimilation and adaptation process functions rather remarkably well within the urban community." (p.42)

In a Canadian study of four ethnic groups' integration, Grygier (1975) found a high correlation between objective integration and the immigrant's current employment. Two studies on Ugandan refugees issued a similar conclusion to that of Grygier. In Britain, Kuepper (1976) observed that employment was an important indicator of stability with respect to the Ugandan respondents being permanent and participating members of their communities. The 1977 report on Ugandan refugees by the Canada Employment and Immigration Commission (CEIC) stated that "the respondents' views of life in Canada were strongly influenced by their satisfaction with their employment opportunities, earnings

and the cost of living." (p.46)

Zisman (1976) examined the occupational integration of Spanish Americans. He argued that it "stands out by far as the most crucial dependent variable in immigrant absorption research" (p.18) for two reasons: first, North American society is characterized by pluralism; second, there is a difficulty in agreeing on a definition and a measurement of cultural assimilation.

Occupational Adjustment Within Models of Adaptation

The location of occupational adjustment within the broad context of adaptation was outlined below with respect to three models proposed by Kosa (1957), Gordon (1964) and Goldlust and Richmond (1974).

Kosa's model, shown in Figure 1, was designed to explain the process of change for Hungarian refugees in Canada. It consisted of a two-phase change process: adjustment and assimilation, the first phase leading to successful competition and the second, to a more pronounced identification with the majority population. Adjustment concerned the external features of life which enabled the immigrant to make a living. This inital phase, then, included occupational adjustment which "makes him a competitor of full value and opens the way to the easy money" (p.93), after which economic security provided the

Figure 1

SCHEME OF THE PROCESS OF ADJUSTMENT AND ASSIMILATION

SOCIAL HERITAGE				
		Psychological attitude	Success	Cultural field
ADJUSTMENT	Initiatory disorganization	Period of timidity and bewilderment	Ignorance of Canadian ways	
		General maladjustment: group disorganized, individual discontent	Financial and occupational struggles	Visibly strange clothing, behaviour
				First orientations in Canada
			Collisions with law and other norms	
				Learning English and Canadian ways
				Fast adaptation to the external form of life
	Transitory period	Achieving psychological security	Occupational adjustment	Slow changes in the family life
			Becomes competitor of full value	
			Getting access to the "easy money"	Discovery of the new country
			Period of saving	
	Mature immigrant group	Adjustment achieved: group socially stratified, individual finds his place in the status system of the group	Saturation point: the feeling of economic security	Canadian pretensions taken over
				Some conscious efforts to approach Canadian patterns
ASSIMILATION		Canada regarded as the second home	Partial competition with Canadians	English reading (newspapers)
		Emotional attachment to Canadian details		Some compromises in the normative values
		Feeling of equality	Respectable citizenry	Canadian patriotism
				Partial identification with Canada
				Democratization
CANADIAN PATTERNS				

Note. From Land of Choice: The Hungarians in Canada by J. Kosa. Toronto: University of Toronto Press, 1957, p.92.

conditions to push the immigrant further toward Canadian patterns.

Gordon's analytical model of the assimilation process in Figure 2 consisted of seven variables, the key being structural assimilation. This was felt to be an impossible and undesirable goal for first-generation immigrants. Instead, "the great majority of newcomers to the country will need and prefer the security of a communal life made up of their fellow immigrants from the homeland." (p.242) Moving at his own pace towards assimilation, the goal of the first-generation immigrant would encompass his occupational adjustment. Gordon described this as his successful relationship to the secondary groups and instrumental institutional areas of American life which would permit him "to obtain and keep a job commensurate with his potential and training, to receive appropriate retraining and education where necessary." (p.243)

The model of the immigrant adaptation process designed by Goldlust and Richmond (see Figure 3) consisted of both objective and subjective factors. The objective encompassed four spheres: economic, cultural, social and political; the subjective, three: identification, internalization and satisfaction. Occupational adaptation was included in the economic sphere of objective factors. The authors stated that:

Figure 2

TABLE 5. THE ASSIMILATION VARIABLES

Subprocess or Condition	Type or Stage of Assimilation	Special Term
Change of cultural patterns to those of host society	Cultural or behavioral assimilation	Acculturation[19]
Large-scale entrance into cliques, clubs, and institutions of host society, on primary group level	Structural assimilation	None
Large-scale intermarriage	Marital assimilation	Amalgamation[20]
Development of sense of peoplehood based exclusively on host society	Identificational assimilation	None
Absence of prejudice	Attitude receptional assimilation	None
Absence of discrimination	Behavior receptional assimilation	None
Absence of value and power conflict	Civic assimilation	None

Note. From Assimilation in American Life by M.M. Gordon. New York: Oxford University Press, 1964,p.71.

Figure 3

Multivariate Model of the Immigrant Adaptation Process

Note. From "A multivariate model of immigrant adaptation" by J.Goldlust and A.Richmond, International Migration Review, 1974, 8, 193-225.

> any analysis of immigrant adaptation must take into account the economic experience of the migrant, including the industries and occupations into which migrants move, their subsequent occupational and social mobility, together with their incomes and expenditures. (p.198)

These three models of adaptation emphasized two points regarding the role of occupational adjustment in the adaptation process. First, occupational adjustment was considered a necessary factor in adaptation; second, it seemed to be one of the initial phases through which a newcomer must progress before achieving the internalized stages of adaptation.

Criteria for Determining Occupational Adjustment

The criteria used to determine the level of occupational adjustment in past studies might be broadly categorized as objective and subjective. Typical examples of both types of measures will be discussed in the following section.

Objective criteria have been utilized alone or in conjunction with subjective criteria to derive a more complete portrayal of occupational adjustment. Horobin (1957) examined the material standard of living for Estonian refugees living in Leicester, England. Wenk (1968) compared occupational categories of Cuban refugees while they were in Cuba and after migrating to the United States.

Several studies utilized occupational level or status of immigrants before and after migration. Taft (1973) observed whether Hungarians who had migrated to Australia held a job of the same status as their pre-immigration occupation. Soskis (1967) and Rogg (1970) both defined the adjusted as having an equal or higher occupational level after migration to the United States. Zisman (1976) equated adjustment with occupational status as measured by Duncan's socio-economic index of occupations: "the higher the position, the greater the integration in the occupational structure." (p.7) Goldlust and Richmond (1974) equated occupational adaptation with "the individual mobility experience, particularly the extent of occupational status dislocation on arrival and degree of subsequent recovery and improvement status." (p.149)

In terms of subjective criteria, Horobin (1957) asked the Estonian respondents whether they felt their material standard of living was higher in England than it had been in pre-war Estonia. Whether or not this response accurately reflected the facts, Horobin believed that "it is the subjective evaluation of their position that counts." (p.246)

Another item used extensively asked the subject directly how satisfied he was with his present job. Rogg (1970), Grygier (1975) and Taft (1973) were three who

reported the results of this item. In the last instance, Taft compared his results for both objective and subjective criteria and found "no relationship between the degree to which the respondents claimed to be satisfied with their jobs and the degree to which their occupational status had dropped since they left Hungary." (p.228) He concluded that the subjective feelings of satisfaction were preferable in studies of immigrant adjustment as they represented a more direct measure. Rogg (1970) and Grygier (1975) also asked their subjects whether they felt they were able to use the skills learned prior to migration.

A fourth criterion used by Wenk (1968) and Soskis (1967) was to ask the subject whether his expectations of his new country have been fulfilled. In other words, he was asked to evaluate his own adjustment. This last item was substantiated by a finding of the CEIC study on Ugandans (1977) in which employment satisfaction was indicated by the respondent's working in the occupational field to which he had aspired on his arrival to Canada.

Only two of the above-mentioned studies discussed occupational adjustment with reference to a single criterion: Zisman (1976) and Goldlust and Richmond (1974). In general, a combination of objective and subjective measures were used. In some cases, the subjective was considered more relevant and conclusions based on that alone

(e.g. Horobin and Taft). At other times, adjustment was discussed from both objective and subjective viewpoints (e.g. Wenk and Soskis). A third approach has been to derive an occupational adjustment index comprising both types of measures. Rogg's study (1970) of Cuban refugees in the New York area exemplified the last method. Her index of adjustment (see Appendix II) was formulated from three item responses, two subjective and one objective.

Factors Related to Occupational Adjustment

Previous studies acknowledged the relevance of several factors to occupational adjustment. Six are covered in the following sections. These are: occupational experience, transferability of skills, education, English proficiency, length of residence in the new country, and expressed loyalty to the new country.

Occupational experience. In his afore-mentioned study, Grygier (1975) suggested that occupational adjustment depended on a combination of education and skill level. Zisman (1976) concluded that the occupational integration of Spanish Americans was dominated by "the more immediate concerns of previous occupational experience and English proficiency." (p.3) As a result of her interviews with employers who hired immigrants, Patterson (1968) reported that "the working capacity or potential emerged as one of

the most important, if not the most important, of the internal factors influencing their subsequent absorption". (p.250) Zisman commented on Patterson's concept of "working capacity" as seeming to be more a result of occupational experience than of specific vocational training or educational background. (p.9) CEIC's report on Chileans (1977) cited the "incomparability and lack of recognition of job skills and educational and professional qualifications" as being one factor in the refugees' frustration over job placement. In a study by the same Commission on Ugandans (1977), it was reported that employment dissatisfaction had been much higher for those respondents whose qualifications were not accepted or recognized.

Transferability of specific skills. Patterson reported that "immigrants with technical skills had little difficulty in finding appropriate work somewhere in Croydon, although they might have encountered difficulties in fitting into the specific cultures of some firms or working units." (p.250) In the same vein, the Chilean report (CEIC, 1977) concluded that refugees with verifiable technical skills were the most easily placed. Moldofsky (1975) found that the speed of occupational adjustment was determined by the occupation itself: the clerical, financial and commercial fields providing more rapid adjustments for the North African Jews in Montreal.

On the other hand, those who found adjustment difficult in Moldofsky's study tended to be in professional and managerial fields where a knowledge of local conditions and techniques was essential. Also,

> the higher the level of skill, the greater was the pressure to comply with local requirements, as in medicine, for example. Similarly, in manual occupations, adjustment was more rapid for those who did not have to comply with trade union regulations. (p.44)

The Chilean report stated that the most difficult placement cases were the professionally trained, especially those with incomplete university degrees. Weiermair (1971) reported that Hungarian refugees who changed their occupation involuntarily did so because of Canadian non-recognition of their degrees or licences "which in most cases were only granted if formal examinations were passed." (p.15) These occupations included professionals, military personnel and tradesmen.

Wenk (1968) did not differentiate between the level of occupational experience, but concluded that "the Cuban professional, business, skilled or semi-skilled individual, stifled at times by language, nevertheless has a strong tendency to his previous occupation or to a derivative thereof." (p.41) He illustrated this natural gravitation with the case of a Cuban doctor who began his occupational history in the United States as an X-ray technician, then became a male nurse, a part-time medical student, and

finally a qualified physician after passing the state medical board examinations.

Education. In general, studies have indicated that better educated immigrants tend to have less job satisfaction or different sources of job satisfaction than the less educated. In Horobin's study (1957), all subjects were employed as semi-skilled or unskilled machine operators, regardless of their training or capabilities. Although earnings were quite high, the better educated found that "there is little satisfaction to be derived from the job." (p.245) Also, the better educated showed the most restlessness and tended to re-emigrate to North America in search of better opportunities. Taft (1973) found the level of job satisfaction of highly educated immigrants in Australia to be much lower than that of workers. Since objections to the professional opportunities was given as one source of dissatisfaction by the better educated, Taft felt this indicated their particular need for self-fulfillment. Grygier (1975) studied the integration of four ethnic groups in Canada: the English, German, Hungarian and Italian. He suggested that, although both the educated and uneducated encounter certain common difficulties, the educated immigrant may have a wider variety of obstacles to overcome. For example, some problems specific to the educated might have included: a) the expectation that they

reach a higher level of competence in the new language, and b) the lowered social status their entry to the job market entailed. Grygier concluded that the occupational adjustment for these four ethnic groups depended on a combination of two factors: education and present level of skill. The Community Relations Commission (CRC) report on Ugandan resettlement (1974) found there was less resignation and more frustration among the younger and better educated men "who considered their current jobs as temporary expedients towards achieving higher aspirations." (p.30) The report found significant evidence of under-employment of men who had been professionals or traders in Uganda.

Richmond (1974) reported that the level of education had some contradictory effects on adaptation.

> High education was associated with more rapid acculturation and with higher levels of achievement, economically, despite initial set-backs. At the same time the better educated immigrants tended to be less satisfied with life in Canada and less likely to settle permanently. (p.46)

Richmond and Goldlust (1974) further delineated this better-educated type of immigrant as "transilient". They were people who adapted quickly to economic conditions due to their high educational qualifications but "do not identify readily with Canada or develop a strong commitment to the country.... They represent an entirely different type of adaptation from that exhibited by less well educated

immigrants from rural areas." (p.147)

English proficiency. In the Alberta Human Resources Council Survey of 1971 (Richmond, 1974), it was found that 56% of surveyed immigrants born outside of Britain indicated having a problem with the English language. The CEIC report on Ugandans stated that refugees who were not in the work they had hoped to do and also had language problems remained highly dissatisfied with employment opportunities after one year in Canada. Grygier (1975) found that "immigrants' competence in English seems to have at least a moderate influence on their job satisfaction." (p.162) Weiermair (1971) found that refugees who resumed their former occupations had appreciably higher scores on language proficiency on arrival than the groups who changed their occupation.

Length of residence. At least two of the above-mentioned studies reported a relationship between occupational adjustment and length of residence. The relevance of this factor was found to be substantiated further in a theoretical paper by Adler.

For Ugandans in Canada, the CEIC (1977) reported that the amount of employment dissatisfaction decreased with the length of residence. The CRC (1974) expanded on this topic in their study of Ugandans in Britain. They reported a change in employment concerns over the years: the refugees'

short-term aims were different from his long-term aspirations. The immediate need in resettlement was to avoid unemployment and search for higher wages, regardless of whether the job was appropriate to the individual's level of skill.

> Once the initial settlement expenses are met, however - that is, after the first couple of years - the Uganda Asians are expected to lay less stress on the financial aspects and more on making full use of their abilities. (p.15)

In his theoretical paper, Adler (1977) described the adjustment process of new immigrants in terms of Abraham Maslow's need hierarchy. Pushed toward the bottom of the hierarchy upon their arrival in a new country, their prepotent concerns would be in the physiological and security area. After basic satisfaction of these needs, social needs could dominate.

> Until the immigrant feels somewhat socially secure, he may not evidence a concern for challenging or interesting work. The final stage is reached when all of these basic needs are gratified and the individual has adjusted to his new environment. (p.445)

Loyalty to the native country. The individual's loyalty to his native country was assumed to be equivalent to his expressed desire to return to it rather than to stay in the new country. Kovacs and Cropley (1975) noted that researchers have concerned themselves primarily with the process of attachment of the immigrant to the receiving

society without having taken notice of the simultaneous process of alienation (or detachment and estrangement) from his native country and former mores.

A conflict was set up in the immigrant whereby "the interplay between defensive and adaptive processes is a function of past history and present environmental circumstances." (Brody, 1970, p.4) For assimilation to occur, Horobin stated that it was necessary for the immigrant to have changed his loyalty from the native to the receiving country. However, "every (refugee) has the duty towards what he conceives of as the liberation of his country, and even if there is nothing he can actively do, he can at least wait, and in doing so, keep his nationality and his culture intact." (p.249) Although seemingly contradictory to assimilation, Horobin felt that it greatly enhanced his initial adjustment and, thereby, furthered assimilation in the long-term. Goldlust and Richmond (1974) referred to a lack of identity with Canada in reference to the "transilient" type of immigrant who did not develop a strong commitment to the country.

Ex (1966) described the shift in the refugee's feelings about his native country. At first, "the way of life and circumstances which had been left behind were idealized. The dark sides disappeared into the background, and the bright sides were emphasized disproportionately in the

retrospective imagination and experience of the refugee." (p.99) Meanwhile, he was growing to realize that neither contacts with people left behind nor "idealization of what had been abandoned could lead to a real delivery from the distress of the uprooting." (p.99) In a process of transition of his loyalties and values, the refugee can find himself in a state of marginality according to Kovacs and Cropley (1975) in which he is rejecting his old values externally, yet endorsing them internally. "He can easily slip into a position of cultural uncertainty, in which he is not yet integrated into the receiving society but is already significantly estranged from the old." (p.225)

From the above review, it might be concluded that occupational adjustment is considered a relevent aspect of the newcomer's adaptation to a new environment. In fact, it has been identified as one of the initial phases in models of adaptation.

A variety of objective and subjective criteria has been used to measure occupational adjustment and several pre- and post-migration factors have been found to be related to it.

Previous research methods and findings were utilized in developing the methodology of the present study.

CHAPTER III

Methodology

Prior to designing a study of a population, it was considered invaluable to be able to perceive the research problem from the subjects' point of view. The researcher first made contact with the Edmonton Vietnamese through the Viet Outreach Project (VOP). This Project was sponsored by the SN&I from February to October, 1978 to assist the local Viets with some specific resettlement problems. In response to their need to communicate in English with Canadians, the VOP instigated a pilot English tutorial program in June of 1978. As a volunteer tutor, the researcher worked with a small group of Viets. Over the next several months, the discussions included such topics as their educational and occupational concerns.

The Population and Sample

The Vietnamese population in Edmonton was difficult to describe because of the continuing influx of refugees. Thus, the population for this study was a sub-set of the total Edmonton Viet population. In fact, this sub-set was Vietnamese men who had been working for the South Vietnamese military forces prior to the Communist takeover on April 30,1975, who fled Vietnam and subsequently became full-time

workers in Edmonton.

It was difficult to ascertain the size of the population described above because it was constantly changing. At the time of the study, CEIC employees estimated that there were four hundred and fifty Viets living in Edmonton. The 1978 CEC survey of Edmonton Viets was completed by one hundred, of which fifty-three reported having worked in Vietnam and were working full-time at the time of the survey. However, the number who would have qualified for the present study could not be ascertained because the CEC report did not specify the sex of the respondents.

In view of the above, the present survey included as many members of the defined sub-set of the population as could be identified. Four sources were utilized to identify subjects for inclusion in the study: the unofficial spokesman for the local Viets who was in the process of forming a Viet association; the researcher's Viet students from the VOP English tutorial program; two CEIC employees who worked at the time in the SN&I Department with new Viet refugees; and the subjects themselves who referred the researcher to their friends. With the assistance of these sources, thirty-five subjects were contacted. The researcher estimated this sample to represent approximately forty percent of the actual population under study.

The Single Survey Approach

The single survey is one in which a measurement is taken at only one point in time. Goldlust and Richmond (1974) described it as the "one shot" survey, and claimed it to be indispensible for examining the characteristics and experiences of immigrants. They cited several advantages of the single survey when compared to the longitudinal approach of surveying the same subjects at varying points in time:

1. The single survey was less expensive than a series of sample surveys;

2. The single survey could be used to examine long-term differences by comparing "foreign-born respondents who have recently arrived with those having twenty or more years' residence, and with the native-born population of similar ethnic origin" (p.194); and

3. Data from a single survey could be collected, analyzed and reported on with little delay. "For those concerned with the policy implications of research, this is an important consideration" (p.194).

Compilation of the Survey Instrument

The major components of the survey instrument were designed to elicit the information required to satisfy the three-fold purpose of the study.

Occupational adjustment. The first purpose was to describe occupational adjustment which had been operationally defined by four criteria: whether present field differed from the most recent field in Vietnam; whether aspiration differed from the present field; general dissatisfaction with the present job; and perception of skill-transfer.

Work attitudes in previous instruments. The second purpose was to delineate some specific sources of occupational dissatisfaction among Vietnamese workers. This required a preliminary investigation to identify the work attitudes most commonly measured in occupational studies. A summary of this is provided in Table 1. The instruments described in the following section are the works of Renwick and Lawler (1977), Heath (1976), Kalleberg (1974), Beynon (1972), Rogg (1970), Super (1968) and Smith (1965).

Renwick and Lawler (1977) published their 77-item questionnaire in the September, 1977 issue of Psychology Today in an article entitled, "How do you like your job?" Item 53 listed 18 aspects of a job and asked the reader to rate how satisfied he was and how important each aspect was to him.

Heath (1976) devised the Vocational Adaptation Scale (VAS) for an exploratory research project on adult vocational adaptation. The VAS consisted of twenty-eight

Table 1

A Comparison of Work Attitudes of Previous Instruments

Author	Renwick	Heath	Kalleberg	Beynon	Rogg	Super	Smith
Year	1977	1976	1974	1972	1970	1968	1965
Number of Subscales	18	28	14	13	8	15	5
Common Subscales							
Salary	X	X	X	X	X	X	X
Security	X		X	X	X	X	
Advancement	X	X	X	X	X	X	X
Recognition	X	X		X	X	X	X
Skill-Transfer	X	X	X		X		
Leisure		X		X	X		
Acceptance	X	X		X	X		
Helping People	X	X	X			X	X
Improving English							
Challenge	X	X	X			X	X
Social Relations	X	X	X	X		X	X
Achievement	X	X	X	X		X	X
Freedom	X		X			X	
Decision-Making	X					X	
Surroundings	X	X		X		X	
Interesting			X			X	
Trade Union				X			

occupational demands and personal needs that identify "traits mediating a wide range of competencies that may provide an alternative way of understanding how maturely a person makes occupational choices and adapts to the changing demands of his occupation." (p.3)

Kalleberg (1974) listed a set of fourteen items utilized in a study of job satisfaction that compared two methods of operationalizing job satisfaction. One method asked the individual how satisfied he was by using an "is now" scale. The second approach measured workers' satisfactions by their own standards rather than by those of the researcher with a "should be--is now" scale. (p.9)

Beynon (1972) studied variations of work attitudes within a factory. He measured the relative importance of thirteen aspects of a job by comparing "what the worker expected from a job with what he saw his present job providing. It is to be expected that any discrepancy between the workers' expectations and their actual rewards would result in strain and discontent." (p.63)

Rogg (1970) developed a 139-item instrument in her study of the occupational adjustment and acculturation of Cuban refugees in the New York area. Item 51 required the respondent to indicate the importance of seven aspects of their job. In addition, Item 43 asked the respondent whether he felt that he was using his skills received in

Cuba. This latter attitude was also one of three indicators used by Rogg to define occupational adjustment operationally.

The Work Values Inventory (1968) developed by Super contained fifteen intellectual and social values used in determining an individual's vocational satisfaction and success. Each value was measured by the responses to three items, scored on a Likert-type scale.

Smith's Job Description Index (1965) was rated by Robinson, Athanasiou and Head (1969) in their section on General Job Satisfaction Scales as "the instrument which appears to us to have the best credentials". (p. 101) This Index consisted of five values, three of which contain eighteen descriptors and two, nine descriptors.

From the condensation of the above section in Table 1, it can be seen that the twelve potential sources of dissatisfaction utilized in the present instrument had been commonly-used components of other instruments. The exception would be the ninth-listed value, Improving English At Work. This item was felt to have relevance for the Vietnamese subjects of this study for whom English was a second or third language.

Pre- and post-migration factors. The third purpose was to determine whether a relationship existed between occupational adjustment and pre- and post-migration factors. The studies reviewed in Chapter Two suggested that such factors as Occupational Experience, Transferability of Skills, Education, English Proficiency, Length of Residence in Canada and Sense of Loyalty (i.e., Desire to Leave Canada) might be related to occupational adjustment. Thus, items which would elicit the above information were included in the instrument.

Additional employment data. Three previous instruments were examined with regard to their suitability for this study. Rogg's instrument (1970) was used to collect information on the occupational adjustment and acculturation of Cubans in the New York area. The 139-item instrument contained twenty-nine questions pertaining to employment. The British study on the resettlement of Ugandans (CRC, 1974) administered two questionnaires, one year apart. The first contained eight questions regarding employment and the second, seventeen. The CEIC study on Ugandans (1977) monitored economic and social adaptation at two time periods: six months and one year after their arrival in Canada. The first survey asked eleven questions related to employment; the second, eight.

Design of the Instrument

The personal interview schedule, defined by Warwick and Lininger (1975) as "a questionnaire administered by an interviewer in the presence of the respondent" (p.128), was selected as the instrumentation technique for this study. The schedule was compiled in booklet format to enable the respondent to read along while the interviewer read the question and choice of answers aloud. This method was used to reduce the comprehension difficulty anticipated as a result of English being the respondents' second or third language.

The question sequence was determined after consulting Warwick and Lininger's chapter on questionnaire design (1975). There were three foci of questions: employment, education and demographic data. Questioning began with the respondent's present employment situation for the following reasons: first, to enable the respondent to see the relationship between the questions and the overall purpose of the study; secondly, to develop motivation and confidence in the respondent through questions he would find both interesting and fairly easy to answer; and thirdly, to set the stage for more subjective questions on potential sources of job dissatisfaction. From the present employment situation, questions progressed in a logical sequence back in time. The two open-ended questions were reserved for the

final portion of the interview where the respondent might be better accustomed to expressing himself in English and less apprehensive about the interview situation.

External validity of the instrument. The completed instrument was submitted to four individuals, and then discussed with each of them to establish the validity of the instrument. These people were two professors in the Faculty of Education, a vocational counsellor and a Vietnamese translator employed by the Special Needs Division of the Canada Employment and Immigration Commission.

The Study

The pilot study. Due to the small population, only three subjects were included in the pilot study. All three were known to the researcher through the VOP English tutorial program. These particular subjects were selected for the pilot as it was felt they would be open to providing constructive criticism of the instrument with regards to its cultural sensitivity, vocabulary difficulties and lack of clarity. Individually, these three subjects completed the interview schedule with the researcher and then discussed the suitability of the instrument.

The pilot data were tabulated using programs from the Division of Educational Research Services (DERS) library. After assessing the pilot results, several items on the

instrument were revised or deleted. For example, the pilot subjects found certain items were too personal to answer comfortably. Also, certain categories of multiple-choice responses were added that had not been anticipated by the researcher.

In addition, two administrative procedures were clarified in anticipation of varying levels of English proficiency that might be encountered. To lessen the communication problems, a Vietnamese translation was prepared for several items the pilot group found difficult to comprehend. Secondly, a bilingual Viet would be available to interpret items and responses if a need arose.

The actual survey. The researcher's Viet sources contacted the subjects and informed them of the nature and purpose of the study. Then they arranged the interview sessions at the convenience of the Viets. The sources also acted as intermediaries by introducing the researcher and being available for interpreting purposes.

The interview sessions were conducted over a two-week period in December of 1978. They were held during the evenings and on weekends to suit the subjects' schedules.

The researcher established the following data-collecting techniques in order to be consistent. First, the researcher was the sole interviewer; second, the researcher did not consider the data until the thirty-five

interviews were completed to minimize the degree of pre-conceived bias towards responses in the interview situations; and third, the researcher was able to conduct the interviews during a time period in which the winter climate remained moderate. This last point had been reported by SN&I employees to be a factor in the degree of optimism held by Viets.

The methodology has been presented in the order in which it was conducted. The first step was for the researcher to gain an awareness of the problem from the Vietnamese' perspective. After discussions held with some of the individuals concerned, it was possible to delineate the population and sample. The appropriate research design was determined to be the single survey. Compilation of the instrument consisted of four components: three to satisfy the three-fold purpose of the study, and the fourth to provide additional data that might be relevant to the occupational experiences of the Viets. The design and administrations of the instrument were then outlined.

The findings of the survey are covered in the next chapter.

CHAPTER IV

Presentation of Results

The first section of results of the study outlines the respondents' occupational situation in both Vietnam and Canada. The following description is taken from closed- and open-ended responses to items from the interview schedule (see Appendix I).

Occupational placements in Vietnam and Canada. The Vietnamese occupations referred to in this study were held by the respondents immediately prior to the Communist takeover in April of 1975. Although a portion of the sample remained in Vietnam after this time, the crisis situation negated the possibility of determining the exact nature of their jobs.

All subjects had been military personnel in April of 1975, either drafted or volunteered. For all but one subject, the South Vietnamese government had been their only employer. The majority of 17 (52%) served for 4 to 6 years, 9 for over 6, and the remainder, 1 to 3 years. When asked about their military job satisfaction on the present survey, 16 (50%) reported having been satisfied, while 7 (22%) reported dissatisfaction and 9 (28%) that their job had been "O.K.".

According to one subject, the military training had at least three effects on personnel: they developed a sense of loyalty, became occupationally stable as a result of retaining the same employer throughout their career, and learned to obey orders without question. Another respondent emphasized the fact that the military took care of their basic essentials such as food and shelter, leaving employees with a minimum amount of flexibility regarding their lifestyle. The philosophy was to live for today: tomorrow might never come.

The Canadian job situation for the Vietnamese newcomers' was summarized in Table 2. During the three-and-a-half years since the first arrivals in 1975, the subjects held from one to nine jobs, with the mode of 13 (41%) having held two.

The first Canadian job was attained through the services of the Canada Employment and Immigration Commission (CEIC) for 20 respondents (63%); through their own efforts for 9 (28%); and friends or relatives for 3 (9%). Generally, subjects remained in their first job less than one year. The main reasons given for leaving this job were: salary (43%), not liking the job (25%) and being laid-off (14%).

Four had retained their first Canadian job. Of the 28 (88%) who left it , only 2 (7%) attributed their present job

Table 2

The Canadian Job Situation for Vietnamese

No. of Jobs	No. of Resp.	Time in Cda. (Yrs.) 1-3	Time in Cda. (Yrs.) 3+	First Job: Attained by: CEIC	First Job: Attained by: Friends	First Job: Attained by: Self	First Job: Time in Job (Yrs.) 0-1	First Job: Time in Job (Yrs.) 1-2	First Job: Time in Job (Yrs.) 2-3	First Job: Time in Job (Yrs.) 3+	First Job: Reason for Leaving[a] 1	2	3	4	5	6	Present Job: Attained by: CEIC	Present Job: Attained by: Friends	Present Job: Attained by: Self	Present Job: Time in Job (Yrs.) 0-1	Present Job: Time in Job (Yrs.) 1-2	Present Job: Time in Job (Yrs.) 2-3	Present Job: Time in Job (Yrs.) 3+
1	4	1	3	3	1	-	-	1	-	3	-	-	-	-	-	-	3	1	-	-	1	-	3
2	13	6	7	9	-	4	12	1	-	-	8	-	1	-	2	2	1	3	9	4	3	5	1
3	8	4	4	5	-	3	8	-	-	-	2	1	1	-	-	4	1	3	4	5	1	2	-
4	5	-	5	2	1	2	5	-	-	-	2	-	-	1	1	1	-	3	2	1	1	3	-
6	1	-	1	-	1	-	1	-	-	-	-	-	-	-	1	-	-	1	-	1	-	-	-
9	1	1	-	1	-	-	1	-	-	-	-	-	-	1	-	-	-	-	1	1	-	-	-
Total: 32		12	20	20	3	9	27	2	-	3	12	1	2	2	4	7	5	11	16	12	6	10	4

[a] Reasons for leaving:
1=Salary
2=Better Career Opportunity
3=To Use Training
4=Moved
5=Laid-Off
6=Did not Like the Job

to CEIC while 10 (36%) cited friends or relatives with helping them attain the job, and 16 (57%) found the job by themselves. The length of time spent in the present job varied: for 12 (37.5%) of the respondents it was less than one year, for 6 (19%), one to two years, and for 14 (44%), a minimum of two years.

The approach. The following coverage of results parallels the original three-fold purpose of the study which was:

1. To describe the occupational adjustment of a group of Vietnamese workers in Edmonton;

2. To identify some specific sources of occupational dissatisfaction the above-mentioned workers might have;

3. To determine the relationship between occupational adjustment and particular pre- and post-migration factors.

Thus, the presentation is in three parts, encompassing the following:

1. A description of the occupational adjustment of the Vietnamese under study;

2. The identification of some sources of occupational dissatisfaction;

3. The examination of seven pre- and post-migration factors and their relationship to occupational adjustment.

Occupational Adjustment of the Vietnamese

The first objective was to describe occupational adjustment. This was done by tabulating an occupational adjustment (OA) index comprised of two objective and two subjective observations.

Past and present field dislocation. The first objective observation was whether there was field dislocation; i.e., where the present occupational field was different from the most recent field in Vietnam. Table 3 summarizes the past, present and aspiration fields of the group. The results showed that 26 (81%) experienced field dislocation.

Different field aspiration. The second objective observation was whether there was a different field aspiration; i.e., whether subjects would change fields if they were able. Results indicated that 17 (53%) had aspirations outside of their present field and that 13, or 77% of this group, aspired to a trade.

Table 4 outlines the five field patterns that exist when past, present and aspiration fields are compared. The first two illustrate the patterns of the 15 (47%) respondents wishing to retain their present field; the latter three, the patterns of the 17 (53%) requiring a field change. Nine, or 53% of the above group of 17, wanted to resume their Vietnamese field.

Table 3

Past, Present and Aspiration Fields

Past Field	Present Field #1	Aspiration 1 2 3 4 5	Present Field #2	Aspiration 1 2 3 4 5	Present Field #3	Aspiration 1 2 3 4 5	Present Field #5	Aspiration 1 2 3 4 5
#1 (Prof.)	2	2 - - - -	1	1 - - - -	-	- - - - -	1	1 - - - -
#2 (Trades)	1	- 1+- - -	4	- 3 - - - 1+	-	- - - - -	8	- 6 - - 2
#3 (Transport.)	-	- - - - -	3	- 1 1 - - 1+	-	- - - - -	3	1 2 - - -
#4 (Bil.-Spec.)	1	1 - - - -	4	- 3 - - - 1+	-	- - - - -	4	- 1 - - 3
#5 (Assembly)	-		-		-		-	
Totals	4	3 1 - - -	12	1 1C 1 - -	0	- - - - -	16	2 9 - - 5

Key

1+
Although the respondent was previously in this field, the present aspiration is a different occupation within the field.

Table 4

Aspirations and Occupational Patterns

	Occupational Fields Past	Present	Aspir'n.	No. Resp.	Aspiration Field 1	2	3	4	5
Aspiration Within Present Field	A	A	A	5	2	3	-	-	-
	A	B	B	10	1	4	-	-	5
Aspiration Outside of Present Field	A	A	B	1	-	1	-	-	-
	A	B	A	9	2	6	1	-	-
	A	B	C	7	1	6	-	-	-
Totals				32	6	20	1	-	5

General job satisfaction. The first subjective observation was the respondent's negative rating of his general job satisfaction in response to the question, "How satisfied are you with this job?" Six people (19%) showed a lack of occupational adjustment as measured by general dissatisfaction with their present job.

Skill-transfer dissatisfaction. The second subjective observation was dissatisfaction with respect to skill-transfer. To determine this dissatisfaction, responses to two questionnaire items were observed. The first was whether skill-transfer was perceived by the individual as being important; the second, whether the individual rated his present job as providing skill-transfer. Results are shown in Table 5. Of the 16 respondents (50%) who rated skill-transfer as being important, 11, or 34% of the sample, claimed they were not using their skill on their present job. Thus, 34% showed a lack of occupational adjustment as measured by dissatisfaction with skill-transfer. Nine of these 11 aspired to a trade.

The occupational adjustment index. To derive an index of overall occupational adjustment, the results of the four occupational observations were tabulated. Subjects were given a score between 0 and 4, depending on the number of occupational adjustment scales on which they indicated

Table 5

Skill-Transfer:
Importance and Rating on Present Job

Importance of Skill-Transfer	Present Job Rating of Skill-Transfer: Does Not Have It	Do Not Know	Has It	Total
Not Important	8 (25%)	2 (6%)	1 (3%)	11 (34%)
Undecided	2 (6%)	3 (9%)	0	5 (16%)
Important	11 (34%)	0	5 (16%)	16 (50%)
Total	21 (66%)	5 (16%)	6 (18%)	32 (100%)

Table 6

Distribution of the Occupational Adjustment Index

OA Index	No.	Percent	Indices of Occupational Adjustment: Objective 1	Objective 2	Subjective 3	Subjective 4
0	4	13	-	-	-	
1	10	31	8	1	-	1
2	7	22	7	5	-	2
3	8	25	8	8	3	5
4	3	9	3	3	3	3
Totals	32	100%	26 (81%)	17 (53%)	6 (19%)	11 (34%)
			43		17	
			60			

dissatisfaction. In other words, the OA index was directly proportional to the degree to which the subjects' were thought to be experiencing occupational adjustment difficulty. Derivation of the index is shown in Table 6. The results indicated 4 subjects (13%) had an OA index of 0 (i.e., adjustment on all four scales) while 3 (9%) had an OA index of 4 (i.e., a lack of adjustment on all four scales). The remaining 25 subjects (78%) had OA scales of 1,2 or 3. The majority of adjustment difficulties (43 out of 60, or 72%) were identified by objective rather than subjective criteria.

Occupational Dissatisfactions

To further delineate the occupational adjustment of this group of Vietnamese, twelve values and potential sources of occupational dissatisfaction were examined. Their relevance was derived through the results of two questionnaire items. Item 14 asked respondents to rate the importance of the twelve values on a five-point scale from "Not Important At All" to "Very Important". Item 15 asked respondents to rate their present job in terms of the same twelve values. A dissatisfaction was identified where the respondent felt the value to be important, but not attained on the present job. The importance and present attainment of the twelve factors are presented in Table 7 and ranked

Table 7

Occupational Values:
Their Importance and Present Attainment

Values	Important		Important, but Not Attained	
	No.	Percent	No.	Percent
Salary	19	59	5	16
Security	12	38	2	6
Advancement	15	47	4	13
Recognition	17	53	0	
Skill-Transfer	16	50	11	34
Leisure	4	13	2	6
Belonging	24	75	1	3
Helping	25	78	3	9
Improving English	25	78	6	19
Challenge	21	66	2	6
Social Relations	21	66	1	3
Achievement	23	72	3	9

Table 8

The Ranking of Importance and Dissatisfaction of Twelve Occupational Factors

Importance			Dissatisfaction		
	No.	Percent		No.	Percent
Helping	25	78	Skill-Transfer	11	34
Improving English	25	78	Improving English	6	19
Belonging	24	75	Salary	5	16
Achievement	23	72	Advancement	4	13
Challenge	21	66	Helping	3	9
Social Relations	21	66	Achievement	3	9
Salary	19	59	Security	2	6
Recognition	17	53	Leisure	2	6
Skill-Transfer	16	50	Challenge	2	6
Advancement	15	47	Belonging	1	3
Security	12	38	Social Relations	1	3
Leisure	4	13	Recognition	0	0

according to their incidence of importance and dissatisfaction in Table [illegible].

Occupational values. The three most important values were Helping People (78%), Improving English (78%) and Belonging (75%) while the three least important values were Leisure (13%), Security (38%) and Advancement (47%).

Occupational dissatisfactions. The incidence of dissatisfaction was greatest for Skill-Transfer (34%), Improving English (19%) and Salary (16%). The least dissatisfaction stemmed from Recognition (0%), Belonging (3%) and Learning Social Customs (3%).

Number of dissatisfactions and the OA index. The number of dissatisfactions from the twelve potential sources ranged from 0 to 4. This was compared to the OA index in Table 9.

Subjects with 0 dissatisfactions had the lowest average OA index (.8); those with 1 or 2 dissatisfactions had 2.0 and 1.8; while subjects with 3 dissatisfactions had the highest average OA of 2.1.

Type of dissatisfaction and the OA index. The type of occupational dissatisfaction was compared to the OA index distribution in Table 10. Both subjects who were dissatisfied with Challenge and 3 out of 4 subjects dissatisfied with Advancement had an OA of either 0 or 1. For 2 out of 3 subjects dissatisfied with Helping People,

Table 9

Number of Occupational Dissatisfactions and Occupational Adjustment Index

No. of Diss.	No. of Respond.	Occupational Adjustment 0	1	2	3	4	Ave. OA Index
0	8	3	4	1	0	0	0.8
1	13	1	4	3	4	1	2.0
2	7	0	0	3	3	1	1.8
3	3	0	1	0	1	1	2.7
4	1	0	1	0	0	0	1.0
Totals	32	4	10	7	8	3	1.9

Table 10

Type of Occupational Dissatisfaction and Occupational Adjustment Index

Type of Dissatisfaction	Occupational Adjustment Index 0	1	2	3	4	Dissatisfied No.	Percent
Salary	-	2	-	3	-	5	16
Security	-	1	-	1	-	2	6
Advancement	1	2	1	-	-	4	13
Recognition	-	-	-	-	-	-	-
Skill-Transfer	-	1	2	5	3	11	34
Leisure	-	1	-	1	-	2	6
Belonging	-	-	1	-	-	1	3
Helping People	-	1	2	-	-	3	9
Improving English	-	1	2	2	1	6	19
Challenge	-	2	-	-	-	2	6
Social Relations	-	-	-	-	1	1	3
Achievement	-	-	1	1	1	3	9
Total no. Dissat.	1	11	9	13	6	40	
Ave. no. Dissat.	.25	1.1	1.3	1.6	2.0	1.9	

the OA was 2. The majority who were dissatisfied with Salary (3 out of 5) and with Skill-Transfer (8 out of 11) had an OA of 3 or 4.

Factors Relating to Occupational Adjustment

Seven pre- and post-migration factors were examined to determine their relevance to the respondents' occupational adjustment. Each factor was compared to the four occupational adjustment indices, the average OA index and the distribution of the OA index.

Vietnamese occupational field. Four fields were identified for comparison. These were: Field 1 (professional and managerial), Field 2 (trades), Field 3 (transportation) and Field 4 (military-specific fields). Tables 11 and 12 relate these fields to the OA indices, average OA index and index distribution. Fields 2 and 3 experienced high proportions of field dislocation and Skill-transfer dissatisfaction. Field 3 also contained the highest proportion aspiring outside of their present field. Field 3 had the highest average OA index (2.7) while Fields 1 and 4 had a much lower average (1.5 and 1.4).

Table 13 shows the occupational patterns for past, present and future fields, the OA distribution and the average index. The highest average index (indicating the greatest occupational difficulty) was 3.1, for the

Table 11

Vietnamese Occupational Field,
Indices of Occupational Adjustment and Average OA Index

			Indices of Occupational Adjustment					
			Objective		Subjective			
	No.	Percent	Field Dislocn.	Diff. Aspirn.	Gen. Job Dissat.	Skill-Transfer Dissat.	Total Number Indices	Average O.A. Index
Field 1 (Prof.)	4	12.5	2 (50%)	2 (50%)	1 (25%)	1 (25%)	6	1.5
Field 2 (Trades)	13	40.6	9 (69%)	8 (62%)	3 (23%)	5 (39%)	25	1.9
Field 3 (Transport.)	6	18.8	6 (100%)	5 (83%)	2 (33%)	3 (50%)	16	2.7
Field 4 (Mil.-Spec.)	9	28.1	9 (100%)	2 (22%)	-	2 (22%)	13	1.4
Total	32	100%	26 (81%)	17 (53%)	6 (19%)	11 (34%)	60	1.9

Table 12

Vietnamese Occupational Field
and Distribution of Occupational Adjustment Index

			Distribution of OA Index				
	No.	Percent	0	1	2	3	4
Field 1 (Prof.)	4	12.5	2	-	-	2	-
Field 2 (Trades)	13	40.6	2	4	2	3	2
Field 3 (Transport.)	6	18.8	-	-	3	2	1
Field 4 (Mil.-Spec.)	9	28.1	-	6	2	1	-
Total	32	100%	4	10	7	8	3

Table 13

Occupational Patterns
and the Occupational Adjustment Index

Occupational Patterns[a]	OA Index 0	1	2	3	4	No.	Average OA Index
A - A - A	4	1	-	-	-	5	0.2
A - B - B	-	8	2	-	-	10	1.2
A - B - A	-	-	1	6	2	9	3.1
A - B - C	-	-	4	2	1	7	2.6
A - A - B	-	1	-	-	-	1	1.0
Totals	4	10	7	8	3	32	1.9

[a] A: Respondent's first field
B: Respondent's second field
C: Respondent's third field

occupational pattern "A - B - A" (i.e., the past and aspiration fields are the same but the present field is different.

Vietnamese post-secondary education. There were three basic categories of post-secondary education for the respondents: the technically trained (18, or 56%), the university-educated (10, or 31%) and those with only basic military training (4, or 13%). In general, the technically-trained attended a technical course of several months' to one year's duration in the military. In a few cases, the respondent had attended technical college immediately following high school, prior to induction into the military. The four university graduates received their education before serving with the military. The six with incomplete degrees were either inducted before completing university, or were taking correspondence courses while in the military.

Tables 14 and 15 relate the type of education to the OA indices and index distribution. The technically-trained experienced the highest proportion of difficulty on all four indices as well as the highest OA index (2.1).

Length of English training. The study showed that 23 (72%) took some institutional English training after their arrival to Canada. 7 (22%) completed one to two months training and 16 (50%), a minimum of three months. Tables 16

Table 14

Type of Vietnamese Post-Secondary Education,
Indices of Occupational Adjustment and Average OA Index

			Indices of Occupational Adjustment					
			Objective		Subjective			
	No.	Percent	Field Dislocn.	Diff. Aspirn.	Gen. Job Dissat.	Skill-Transfer Dissat.	Total Number Indices	Average O.A. Index
Basic Training	4	12.5	4 (100%)	1 (25%)	-	1 (25%)	6	1.5
Technical Training	18	56.3	15 (83%)	11 (61%)	5 (28%)	7 (39%)	38	2.1
University-Educated	10	31.2	7 (70%)	5 (50%)	1 (10%)	3 (30%)	16	1.6
Total	32	100%	26 (81%)	17 (53%)	6 (19%)	11 (34%)	60	1.9

Table 15

Type of Vietnamese Post-Secondary Education
and Distribution of Occupational Adjustment Index

			Distribution of OA Index				
	No.	Percent	0	1	2	3	4
Basic Training	4	12.5	-	2	2	-	-
Technical Training	18	56.3	2	5	3	5	3
University-Educated	10	31.2	2	3	2	3	-
Total	32	100%	4	10	7	8	3

and 17 compare the length of English training with the OA indices and distribution. Although the group with a minimum of three months training had the highest proportion of Skill-Transfer dissatisfaction (44%), the average index was similar for all three groups.

Length of residence in Canada. There were two groups of residents: 12 (37.5%) had resided in Canada less than three years and 20 (62.5%), for a minumum of three years. Although the newer residents were more dissatisfied than the older in terms of Skill-Transfer (42%), the average index was similar for both groups (see Tables 18 and 19).

Desire to leave Canada. Results showed that 14 respondents (44%) expressed a desire to leave Canada, while 9 (28%) wanted to stay and 9 (28%) were undecided about their future. Tables 20 and 21 relate the desire to leave with the OA indices and distribution for the three groups. Those desiring to leave had more aspirations outside of their present field and expressed more general dissatisfaction with their present job while those wanting to stay experienced more field dislocation and skill-transfer dissatisfaction. In terms of average OA index, the undecided group had a much lower index (1.3) than the other two groups.

Table 16

Length of Canadian English Course,
Indices of Occupational Adjustment and Average OA Index

	No.	Percent	Indices of Occupational Adjustment Objective		Subjective		Total Number Indices	Average O.A. Index
			Field Dislocn.	Diff. Aspirn.	Gen. Job Dissat.	Skill-Transfer Dissat.		
No English Training	9	28.1	8 (89%)	4 (44%)	-	3 (33%)	15	1.7
1 - 2 Months	7	21.9	6 (86%)	5 (71%)	2 (29%)	1 (14%)	14	2.0
3 Months Minimum	16	50.0	12 (75%)	8 (50%)	4 (25%)	7 (44%)	31	1.9
Total	32	100%	26 (81%)	17 (53%)	6 (19%)	11 (34%)	60	1.9

Table 17

Length of Canadian English Course
and Distribution of Occupational Adjustment Index

	No.	Percent	Distribution of OA Index 0	1	2	3	4
No English Training	9	28.1	1	3	3	2	-
1- 2 Months	7	21.9	-	3	2	1	1
3 Months Minumum	16	50.0	3	4	2	5	2
Total	32	100%	4	10	7	8	3

Table 18

Length of Residence in Canada,
Indices of Occupational Adjustment and Average OA Index

	No.	Percent	Indices of Occupational Adjustment Objective		Subjective		Total Number Indices	Average O.A. Index
			Field Dislocn.	Diff. Aspirn.	Gen. Job Dissat.	Skill-Transfer Dissat.		
Less Than 3 Years	12	37.5	9 (75%)	7 (58%)	2 (17%)	5 (42%)	24	2.0
3 to 4 Years	20	62.5	17 (85%)	10 (50%)	4 (20%)	6 (30%)	36	1.8
Total	32	100%	26 (81%)	17 (53%)	6 (19%)	11 (34%)	60	1.9

Table 19

Length of Residence in Canada
and Distribution of Occupational Adjustment Index

	No.	Percent	Distribution of OA Index 0	1	2	3	4
Less Than 3 Years	12	37.5	2	3	2	4	1
3 to 4 Years	20	62.5	2	7	5	4	2
Total	32	100%	4	10	7	8	3

Table 20

Desire to Leave Canada,
Indices of Occupational Adjustment and Average OA Index

	No.	Percent	Indices of Occupational Adjustment Objective: Field Dislocn.	Objective: Diff. Aspirn.	Subjective: Gen. Job Dissat.	Subjective: Skill-Transfer Dissat.	Total Number Indices	Average O.A. Index
Positive Desire to Leave	14	43.8	11 (79%)	10 (71%)	4 (29%)	5 (36%)	30	2.1
Uncertain	9	28.1	7 (78%)	2 (22%)	1 (11%)	2 (22%)	12	1.3
Positive Desire to Stay	9	28.1	8 (89%)	5 (56%)	1 (11%)	4 (44%)	18	2.0
Total	32	100%	26 (81%)	17 (53%)	6 (19%)	11 (34%)	60	1.9

Table 21

Desire to Leave Canada
and Distribution of Occupational Adjustment Index

	No.	Percent	Distribution of OA Index: 0	1	2	3	4
Positive Desire to Leave	14	43.8	2	2	4	4	2
Uncertain	9	28.1	1	6	-	2	-
Positive Desire	9	28.1	1	2	3	2	1
Total	32	100%	4	10	7	8	3

Marital separation. Results showed that 7 (22%) had left their wives in Vietnam. Five out of seven (71% of this group) also stated they wanted to leave Canada. In terms of their occupational adjustment (see Tables 22 and 23), the separated men experienced higher proportions of difficulty on all four indices and their average adjustment index was higher than that of the rest of the group (2.4 compared to 1.7).

Co-habitation. Results showed that 26 (81%) co-habited with other Vietnamese while 6 (19%) lived alone. From Tables 24 and 25, the co-habitants were found to have a higher OA index than the loners (2.0 and 1.3).

The above presentation of results had three purposes. First, the occupational adjustment of the Viets was described in terms of four criteria as well as a tabulation of the above criteria which comprised an occupational adjustment (OA) index. Then, the occupational values and dissatisfactions most important to the group were identified. Finally, seven factors were examined to determine the existance of a relationship to the occupational adjustment index.

A summary of the study and findings is located in the first section of the next chapter.

Table 22

Marital Separation,
Indices of Occupational Adjustment and Average OA Index

			Indices of Occupational Adjustment					
			Objective		Subjective			
	No.	Percent	Field Dislocn.	Diff. Aspirn.	Gen. Job Dissat.	Skill-Transfer Dissat.	Total Number Indices	Average O.A. Index
Separated	7	21.9	6 (86%)	5 (71%)	2 (29%)	4 (57%)	17	2.4
Not Separated	25	78.1	20 (80%)	12 (48%)	4 (16%)	7 (28%)	43	1.7
Total	32	100%	26 (81%)	17 (53%)	6 (19%)	11 (34%)	60	1.9

Table 23

Marital Separation
and Distribution of Occupational Adjustment Index

			Distribution of OA Index				
	No.	Percent	0	1	2	3	4
Separated	7	21.9	-	1	3	2	1
Not Separated	25	78.1	4	9	4	6	2
Total	32	100%	4	10	7	8	3

Table 24

Co-Habitation,
Indices of Occupational Adjustment and Average OA Index

			Indices of Occupational Adjustment					
			Objective		Subjective			
	No.	Percent	Field Dislocn	Diff Aspirn	Gen. Job Dissat.	Skill-Transfer Dissat.	Total Number Indices	Average O.A. Index
Co-Habiting	26	81.25	23 (89%)	14 (54%)	6 (23%)	9 (35%)	52	2.0
Living Alone	6	18.75	3 (50%)	3 (50%)	0	2 (33%)	8	1.3
Total	32	100%	26 (81%)	17 (53%)	6 (19%)	11 (34%)	60	1.9

Table 25

Co-Habitation
and Distribution of Occupational Adjustment Index

			Distribution of OA Index				
	No.	Percent	0	1	2	3	4
Co-habiting	26	81.25	3	8	5	7	3
Living Alone	6	18.75	1	2	2	1	0
Total	32	100%	4	10	7	8	3

CHAPTER V

Summary, Conclusions and Recommendations

Summary

The problem was to study the occupational adjustment of one sector of the Viet refugee population in Canada; that is, Vietnamese men who had been working for the South Vietnamese military forces prior to the Communist takeover in 1975 and who were full-time workers in Edmonton at the time of the study. Some indications of their occupational adjustment experiences were reported immediately following the 1975 exodus from Vietnam as well as several years after their resettlement.

There were three objectives to the purpose of the study: to describe the occupational adjustment of the group, to identify some of their occupational dissatisfactions, and to determine the relationship of occupational adjustment to some pre- and post-migration factors.

The population of the present study included all identifiable members of the Edmonton Viet community who qualified. For this single survey, the instrument included four components: three to satisfy the three-fold purpose of the study and the fourth to provide additional employment data. Then, the instrumentation technique was designed and

refined after completion of the pilot study. The presentation of results parallels the three-fold purpose of the study.

Occupational adjustment of the Vietnamese. Occupational adjustment was described in terms of four criteria as well as an Occupational Adjustment (OA) index, found by tabulating the number of criteria on which each subject expressed adjustment difficulty. Thus, the greater the indication of occupational difficulty, the higher the OA index. 34% had an OA index of 3 or 4; 44%, an OA index of 0 or 1; and the rest, an index of 2.

Most of the sample (81%) experienced field dislocation between their most recent Vietnamese field and their present one. The greatest proportion of dislocation came from respondents whose former field was transportation and the least, for those from a professional or managerial field.

Seventeen (53%) had aspirations outside of their present field, with thirteen, or 77% of this group, aspiring to a trade.

In terms of expressing General Job Satisfaction, 19% said they were unsatisfied while the largest proportion (44%) indicated that their present job was "O.K.".

With respect to being able to transfer prior skills, one-third of the sample was dissatisfied, most of whom were aspiring to a trade.

Occupational values and dissatisfactions. In the occupational value system of the Vietnamese, the social values (i.e., Helping People, Improving English and Belonging) were most important and values resulting from long-term accomplishments (i.e., Security and Advancement), least important. The high valuing of social factors combined with their low rate of dissatisfaction indicated that some social needs were being met in the job situation.

The occupational factors with the greatest incidence of dissatisfaction were Skill-Transfer, Improving English and Salary. The least dissatisfaction came from Recognition, Belonging and Social Relations.

The number and type of dissatisfactions were found to be related to the OA index. As the number of dissatisfactions increased, the average OA index also increased. The type of dissatisfaction corresponded to the OA index in that respondents with a high OA index (i.e., those who had a high degree of adjustment difficulty) were most dissatisfied with respect to basic, extrinsic concerns essential to their security; those with progressively lesser difficulty were dissatisfied more with social and intrinsic concerns.

Factors relating to occupational adjustment. The OA index varied for four of the seven factors: Vietnamese Occupational Field, Vietnamese Post-Secondary Education, Marital Separation and Co-habitation. Vietnamese who experienced the most difficulty in occupational adjustment (i.e., had a relatively high OA index) tended to have been in the transportation field in Vietnam, had received technical post-secondary education in Vietnam, were separated from their wives who remained in Vietnam, and were co-habiting with other Vietnamese.

The OA index remained constant for three factors: Length of English Course, Length of Residence in Canada and Desire to Leave Canada.

Conclusions

Occupational adjustment of the Vietnamese. In general, the Vietnamese were in a transitional phase of their occupational readjustment in Canada. One Viet drew an analogy between his present situation and being in a "way-station" between two cities which gave him a chance to rest, get his bearings and figure out where he wanted to go next.

For the majority, the past is very real and the future, still elusive. In fact, memories of the past and hopes for the future sustain them. They are drawn to the past

partially through the committment to their families who remain in Vietnam. Hope in the future, whether it be reunification with their families in Canada or return to Vietnam, is more important than present satisfactions. Rating their present job as "O.K." is an indication of their temporary acceptance of the present situation. Using both defensive and adaptive strategies to adjust, they appear at times to be in a paradoxical situation. This is exemplified by the fact that most of the respondents who expressed the desire to return home also expressed the need to improve their technical and language skills.

With respect to criteria used to measure occupational adjustment, field dislocation and expression of general job satisfaction were not found to be as useful as field aspiration and skill-transfer dissatisfaction. Although field dislocation was required to describe occupational patterns, it was found to be uniformly distributed and, therefore, provided little information when the migration factors were examined. General Job Satisfaction was not useful for studying a group that has not been accustomed to verbalizing their concerns.

Occupational values and dissatisfactions. The group's lack of concern for long-term goals might have been a carry-over from the military philosophy of living for today as well as a reflection of being in a transitional phase of

resettlement in Canada.

The order of their dissatisfactions (i.e., extrinsic, social and intrinsic) was reminiscent of the need hierarchy of Abraham Maslow (see Adler, 1977).

Factors relating to occupational adjustment. Occupational adjustment appeared to be related to Vietnamese Occupational Field, Post-Secondary Education, Marital Separation and Co-habitation.

The OA index did not vary for differing lengths of residence in Canada. One interpretation of this finding is that newer residents were adjusting at a faster rate than the first Viet refugees as a result of having benefitted from the resettlement experiences of the older group. Another explanation might be the situation surrounding the respondent's departure from Vietnam. Respondents who remained in Vietnam after 1975 (i.e., the newer residents who have resided in Canada less than three years) would have achieved more of a sense of closure with their homeland since they made their decision to leave after having seen their country under the new political system. However, Viets who fled when South Vietnam was defeated (and have resided in Canada more than three years) left their country without the sense of having tried to help the new government and without having had time to pay final respects to their elders.

Although the OA index did not vary for a positive or negative attitude towards wanting to leave Canada, those who were undecided had a lower OA index. The neutral response indicating a lack of committment may be a factor relating to adjustment.

Recommendations for Vocational Counselling

1. In vocational counselling of refugees and immigrants, it may be important to consider certain individual characteristics that have been found to relate to occupational adjustment: such factors as previous occupation and post-secondary education, the political situation at the time of escape, present aspiration and marital situation.

2. One goal of vocational counselling of refugees and immigrants should be to increase the client's level of awareness of his occupational alternatives and, thus, his potential for occupational mobility, be it vertical or lateral.

Vertical mobility would be important in helping a client regain his former occupational field, one goal of many of the former professionals and trades people in the present study. It would be enhanced by presenting the various possibilities available to the client for upgrading his technical and English skills.

Horizontal mobility would be encouraged by presenting

alternative occupational fields for which the client is suited. This would be useful for clients whose previously-learned skills are military-specific or non-transferable in nature.

3. Follow-up counselling after the first job placement might serve an important function in adjustment. It is one type of counselling that has long been overlooked and would require a cooperative effort between the community, employer and job placement agency.

Recommendations for Further Research

1. Accurate assessment of the client's level is a vital part of vocational counselling and job placement. If the client is exploring alternative occupational routes, there should be provision for an assessment of interests and aptitudes. However, if he is attempting to resume his previous occupation, an accurate measure of his skills and experience is required. In either case, it is difficult to develop the complete picture of alternatives for a client who lacks basic English or French language skills.

Thus, a valuable research study would be to develop a suitable test battery for immigrants and refugees. This would require an initial review of occupational interest and aptitude tests as well as instruments which do not require language skills. Also, a system to measure the competencies

of people in the trades might be developed in conjunction with the Alberta Apprenticeship system.

2. It is recommended that a study be conducted to examine the feasibility of a work-experience program for refugees and immigrants. This might be conducted at the Alberta Vocational Center (AVC) in conjunction with Special Needs and Immigration (SN&I).

3. It is recommended that a follow-up study of Viet graduates of technical and academic programs in Edmonton assess their effectiveness for this refugee group.

4. A comparative study of Viets in different Canadian centers might examine the effect of size and location on adjustment.

5. With regard to criteria of occupational adjustment in further research studies, it is recommended that subjective criteria of adjustment be used only when the respondents are known to be verbal. If they accept their fate without question, they will be more likely to keep silent than to express their true feelings. A second recommendation would be to consider examining the undecided response (or preference for neutrality) as a valid indication of adjustment rather than the positive or negative.

Epilogue

The Vietnamese' perception of their employment situation appeared to be linked to how they viewed their future in general. At the time of the study, they tended to see their present situation as a temporary haven, evidenced by the fact that 72% expressed either a desire to leave Canada or indecision about their plans. The future meant the hope of reuniting with family members, often in another country, or returning to Vietnam to help rebuild their homeland. Thus, with respect to occupational goals, the concern was more for immediate returns (financial and social in origin) than long-term benefits. Salary was listed as the reason for 43% of all job changes in Canada , and occupational values of a social nature were rated most highly in their value system.

In ancestoral tradition, the Vietnamese will likely accept their war-time fate with the passing of time. When they are able to perceive a future for themselves in Canada, their goals are inclined to change. Then, they will start looking for better prospects and more meaningful occupations. If the findings of the present study hold true, the Vietnamese may be struck by the difficulty in attaining their future-oriented job concerns. For example, thirty-four percent of the research population were employed on assembly lines, yet aspired to another field. Forty-one

percent wanted to work in a trade-related field but had been unable to realize their goal. Forty-six percent perceived a need for training at a technical institution after their English could be upgraded.

The eventual problems might be partly overcome by re-evaluating the function of the the intermediary between the Oriental and Occidental worlds. For some Vietnamese, this is Canada Employment and Immigration; for others, an agency such as Edmonton Immigrant Services or a private Canadian sponsor. To maximize its services, any such agency or facility might encompass a communications and resource center to provide continual vocational counselling after the initial job placement has been completed.

It is only a matter of time before individuals like the subjects in the present study are ready to look for alternatives. Assistance could improve their options.

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Appendix I
The Interview Schedule

Interview Schedule : Work History

A. Present Job Situation

1. Are you working now?

   a. Yes (go to #2)
   b. No (go to #3)

2. What is your present job?

3. What was your latest job?

4. How did you find this job?

   a. Canada Manpower (Employment and Immigration Commission)
   b. friends or relatives
   c. a voluntary agency (such as a church or Y.M.C.A.)
   d. on my own
   e. another way

5. When did you start working at your present or latest job?

6. If you answered 'no' to question #1, when did you stop?..... (go to #7)

7. What was the reason you left the job?

   a. I just didn't like the job
   b. to continue my education in my former field
   c. to continue my education in a new field
   d. laid-off or dismissed
   e. job was temporary
   f. illness
   g. moved to a different city or province
   h. another reason

8. How many hours of overtime do you work per week?.....

9. Is this overtime compulsary?

   a. No
   b. Yes

10. At work, how often do you speak English with your supervisor or co-workers about your job?

   a. throughout the day
   b. once or twice a day
   c. a few times a week
   d. less than once a week

11. How many people at work speak English to you every day?

   a. none
   b. 1 or 2
   c. 3 to 5
   d. more than 5

12. How satisfied are you with this job?

   a. very dissatisfied
   b. dissatisfied
   c. it is O.K.
   d. satisfied
   e. very satisfied

13. Would you leave this job for any of the following reasons?

	Yes	No	Maybe
a. a job with a higher salary			
b. a job with a better future:			
i. in my former field.....			
ii. in my present field.....			
iii. in a different field			
c. the change to use my previous training.....			
d. the chance to go back to school:			
i. in my former field.....			
ii. in my present field.....			
iii. in a different field			
e. a similar job, but in a different city or province..... (where would you like to work?.....)			
f. other reasons			

14. Everyone has a different idea of what is important when considering a job. How important are the following things to you?

	Not Impt At All	Less Impt	Undecided	Impt	Very Impt
1. The job provides a good salary.					
2. The job is secure: I will never be laid-off or fired					
3. I can get a promotion and advance in this company					
4. The boss or supervisor appreciates it when I do very good work					
5. I will have the opportunity to use my former training					
6. The job leaves me with a lot of free time					
7. The other employees accept me as I am.					
8. The job lets me help people.					
9. In this job, I am able to improve my English					
10. The job is a challenge to me.					
11. The job gives me a good opportunity to learn Canadian social customs					
12. The job makes me feel that I am productive					

5

15. How would you rate your present (or latest) job on the following things?

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1. My job provides me with a good salary					
2. My job is secure: I will not be laid-off or fired					
3. I can get promoted in this company					
4. My boss or supervisor appreciates it when I do very good work					
5. I am using my former training.					
6. In this job, I have lots of free time.					
7. The other employees accept me the way I am					
8. I am helping people in my daily work.					
9. I am able to improve my English at work					
10. My job is a challenge to me.					
11. I have a good opportunity to learn Canadian social customs at work					
12. The job makes me feel that I am productive					

B. Aspirations

16. Is your present job the kind of job that you would like to do permanently?

a. Yes (go to #20)
b. No (go to #17)

17. If you said no, what kind of job would you like to do permanently?

18. To get the kind of job you want, what will you need to do?

a. get Canadian experience
b. meet the English language requirements
c. go to a technical institution
d. go to university
e. have documents verified
f. take equivalency exams
g. get a driver's licence
h. get a vehicle for transportation
i. move to a place with better job opportunities
j. I don't know yet. I need occupational information.
k. other things

19. How many jobs have you held in Canada so far?.....

7

C. Past Jobs: in Canada

20. Please complete the following chart concerning past jobs that you have held in Canada. Begin with the job you held just before your present (or latest) job.

What was the job?	How did you find this job?	How long did you keep it? Dates: From:	To:	Why did you leave this job?

D. Past Jobs: in Vietnam

21. What was your last job in Vietnam?

22. For how long did you work at this job?

Dates:..... to .....

23. How did you get the job?

a. was drafted
b. volunteered
c. passed the selection examination
d. Manpower
e. friends or relatives
f. on my own
g. another way

24. How satisfied were you with this job?

a. Very dissatisfied
b. Dissatisfied
c. It was O.K.
d. Satisfied
e. Very satisfied

25. Please complete the following chart concerning past jobs that you have held in Vietnam. Begin with the job you held just before your last one.

What was the job?	How did you find this job?	How long did you keep it? Dates: From:	To:	Why did you leave this job?

B. Educational Experiences: in Vietnam

26. What is the highest level of schooling that you completed?

a. between Grades 1 and 8
b. Grade 9 or 10
c. Grade 11 or 12

27. How would you describe your secondary high school program?

a. regular
b. technical

28. In what year did you leave public or high school?

29. When you left school, did you continue with your education?

a. No (go to #36)
b. Yes

30. What type of education did you receive after you left school?

a. military: basic training
b. military: technical training
c. on-the-job training
d. job training at a vocational center
e. technical training at a college
f. university
g. military academy
h. another type of education

31. What program or faculty were you in?

32. How long did you remain in this program or faculty?

Dates:..... to .....

33. Did you complete the program?

a. No (go to #36)
b. Yes

34. What type of diploma or certificate did you receive?

a. Certificate in .....
b. Bachelor's Degree in .....
c. Other.....

35. Did you find a job that made use of your education or training?

a. No: did not make any use of my education
b. My job made some use of my education
c. Yes: made a lot of use of my education

F. Educational Experiences: in Canada

36. Are you taking or have you taken any courses or training programs since you came to Canada?

    a. Yes (go to #37)
    b. No (go to #38)

37. Indicate the courses you have taken and whether they were arranged by Canada Manpower.

	Full or Part-Time	Number of Weeks
I. English Language Course		
i. Alberta College		
ii. AVC		
iii. Sacred Heart		
iv. U of A, Dept. of Extension		
v. Vic Comp		
vi. others		
II. Academic Course		
i. Alberta College		
ii. AVC		
iii. NAIT		
iv. U of Alberta		
v. Vic Comp		
vi. others		
III. Occupational Course		
i. Alberta College		
ii. AVC		
iii. NAIT		
iv. U of Alberta		
v. Vic Comp		
vi. others		

G. Personal Information

38. When did you first arrive in Canada?

39. How did you enter Canada?

a. directly from Vietnam
b. via U.S.A. refugee camp
c. via Asian refugee camp
d. another way

40. In which city did you first live in Canada?

41. Where did you grow up in Vietnam?

a. a city
b. a town
c. a fishing village
d. a farming village
e. the countryside

42. How do you feel about the following aspects of life in Canada?

	Very Unsat	Unsatis-factory	OK	Satis-factory	Very Satis-factory
a. Job opportunities.....					
b. Job Training information....					
c. Training opportunities.....					
d. Educational information.....					
e. Level of Salary.....					
f. Recreational facilities.....					
g. Health Services.....					

43. In your own case, how was Manpower's assistance to you with the following?

	Very Unsat	Unsatis-factory	OK	Satis-factory	Very Satis-factory
a. Job opportunities					
b. Job training opportunities					
c. Language training					
d. Educational information					

44. Do you need more information that would help you adjust to life in Canada?

a. No (go to #46)
b. Yes (go to #45)

45. What kind of information do you need?

46. How many times have you changed your place of residence since your arrival in Canada?

a. in the same city.....
b. to different places in the same province.....
c. from one province to another.....

47. Why did you move?

a. better housing
b. to pay less rent
c. to live in a better neighbourhood
d. to be closer to friends or relatives
e. to be closer to my work
f. the people I live with wanted to move
g. the landlord wanted me to move
h. a change in the group I lived with
i. a change in my marital status
j. another reason

48. How do you feel about remaining permanently here in Canada?

a. I want to remain in Canada permanently, in Alberta.
b. I want to remain in Canada permanently, but I might move to another province:.....
c. I am undecided.
d. I want to move to another country at a later date.
e. If the political situation in Vietnam settled down now, I would want to return to Vietnam permanently.

49. What is your marital status right now?

a. single
b. married, with my wife here
c. married, with my wife in Vietnam or another country
d. another arrangement
e. divorced or legally separated
f. a widower: wife deceased

50. If you have married since you arrived in Canada, did you marry:

a. a person born in Vietnam
b. a person born in Canada
c. a person born in a country other than Vietnam or Canada

51. What is your year of birth?.....

52. Do you feel that you have a lot of difficulties to overcome in adjusting to life in Canada?

Appendix II
Occupational Adjustment Index: E.M. Rogg

4. OCCUPATIONAL ADJUSTMENT INDEX

	(QUES. 26) Same or higher occupational level	(QUES. 43) Believes he is using prior skills	(QUES. 42) Content with his work in U.S.	Index of Adjustment
GOOD	+	+	+	All present
	-	+	+	
AVERAGE	+	-	+	one absent
	+	+	-	
	-	-	+	
	-	+	-	
POOR	+	-	-	two or more absent
	-	-	-	

Source: Rogg, E. Occupational Adjustment of Cubans. Unpublished Ph D Thesis, Fordham University, 1970.

26. Could you tell me what kind of jobs you had in Cuba and here?

CUBA (52) Here (53) Same.....54-1
Different... 2

27. How much do you earn in the job that you now have? 55

per hour ..... less than two .....
more than two .....

per week ..... less than 80 .....
more than 80 .....

per month .... less than 300 .....
more than 300 .....
more than 500 .....

28. Did someone help you find employment here?

Yes 56-1
No .....

Who helped you? relatives or friends 2
agency 3

29. Is your wife working?

Yes 57-1
No .....

Where? factory 2
office 3
for herself 4
helps you in your business 5
professional 6

30. Did your wife work in Cuba?

Yes..No..
Cuba (58) Here (59) Same 60-1
Different 2

31. Did someone help your wife find employment here?

Yes 61-1
No .....

Who helped her?

relatives or friends 2
agency 3

32. Do your children work?

Yes 62-1
No .....

39. Of the other members of your family, was anyone without work during the past year?

Yes 69-1
No .....

What was the reason?

sickness 2
lack of work 3
couldn't get a job 4
other reason 5

40. Did they receive unemployment benefits?

Yes 70-1
No 2

41. If the respondent is performing the same work as in Cuba, ask:

Were you content with your job in Cuba?

very satisfied 71-1
satisfied 2
not satisfied 3

Are you content with your job here?

very satisfied 72-1
satisfied 2
not satisfied 3

If not satisfied, ask Why? 73

42. If the respondent does not have the same job as he had in Cuba, ask:

Were you content with your job in Cuba?

very satisfied 74-1
satisfied 2
not satisfied 3

Are you content with your work here?

very satisfied 75-1
satisfied 2
not satisfied 3

43. Do you feel that you are using the knowledge and preparation that you received in Cuba?

Yes 76-1
No 2
D.K. 3
N.A. 4